

The OCC Policy Statement on Prohibiting Harassment in the Workplace

As the Acting Comptroller of the Currency, I am committed to a workplace that is free from harassment and retaliation. “Harassing conduct” is an umbrella term for unwelcome verbal or physical conduct that can reasonably be considered to adversely affect the work environment. It includes inappropriate behavior such as intimidation, bullying, ridicule, insult, or epithet. The OCC will conduct prompt, thorough, and impartial inquiries into reports of harassing conduct. We will take timely and appropriate corrective action against those found to have engaged in harassing and/or retaliatory conduct.

Anti-discrimination law prohibits harassment based on race, color, age (40 and older), religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, disability, protected genetic information (including family medical history), or in retaliation for prior protected EEO activity. Executive Order 13152 prohibits harassment based on parental status. Sexual harassment is a form of unlawful harassment that is characterized by unwelcome sexual advances, requests for sexual favors, or other conduct of a sexual nature.

Harassing conduct becomes unlawful when it is based on a protected EEO characteristic (“EEO-based”) and it (1) culminates in a tangible employment action (i.e., a significant change in employment status or benefit) or (2) is sufficiently severe or pervasive as to alter the terms, conditions, and privileges of employment; unreasonably interferes with a person’s work performance; or creates an intimidating, hostile, or offensive work environment. Retaliatory harassment may be unlawful even if it is not severe or pervasive enough to create a hostile work environment, as long as it might deter a reasonable person from asserting their EEO rights.

As a matter of policy, OCC prohibits harassing conduct even if the conduct is not prohibited by EEO laws or based on EEO protected characteristics. To constitute harassing conduct under OCC policy, the conduct must be offensive both subjectively (the target of the conduct finds it offensive) and objectively (a reasonable person in the target’s position would find it offensive).

If you experience or observe harassing conduct – if possible, communicate clearly that the conduct is unwelcome and must stop. If it continues, promptly report it to any of the following: any supervisor or manager; the Anti-Harassment Program Coordinator or other Workforce Relations and Performance Management ([WRPM](#)) staff member; or a union representative (if a bargaining unit employee). If the conduct is EEO-based, you also have the option of reporting it to the OCC’s EEO Officer at (202) 649-6893 or, if applicable, the Sexual Harassment Hotline at (202) 649-5589. Federal Relay Service for callers with hearing or speech impairment is available at (800) 877-8339.

Individuals may pursue allegations of EEO-based harassment through the EEO complaint process by contacting the OCC’s EEO Officer within 45 calendar days of the latest incident of harassing conduct or your awareness of it, or in the case of a personnel action, within 45 days of the effective date. Please refer to OCCnet for more information about the [EEO process](#).

Each of us is responsible for treating one another with professionalism and respect and contributing to a workplace free from harassment and retaliation. Please review the [Anti-Harassment Program](#) page on OCCnet so that you are fully aware of your rights and responsibilities. If you have questions regarding harassment, please contact Anti-HarassmentProgramCoordinator@occ.treas.gov or (202) 649-6638.

/s/

Brian P. Brooks
Acting Comptroller of the Currency

August 11, 2020

Date